



**Irish Nurses and Midwives Organisation**

Cumann Altraí agus Ban Cabhrach na hÉireann

**Working Together**

TF/MD

06 October 2017

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General Secretary  
**Liam Doran**

## **INMO Lifts Ban on Members Volunteering for Peer Vaccination following staffing commitments by the HSE**

Dear Colleagues

You will be aware that the INMO requested that nurses and midwives do not volunteer for the Peer Vaccination Programme throughout 2016, due to the failure of the HSE to provide additional staffing. The INMO's main concern was the implications for staffing levels and patient care if nursing staff were diverted away from their normal duties to provide peer vaccinations. Also the HSE failed to engage as required under the Protection of Employees (Information and consultation) Act 2006.

I wish to advise that the INMO has secured additional staffing resources to allow INMO members to cooperate with the roll out of the Peer Vaccination Programme 2017. The terms of the agreement are as follows:

- The programme would be delivered within one six-hour period per week for eight weeks in each HSE state run Care of the Elderly facility and in one six-hour period, per week, for eight weeks in each acute hospital.
- The delivery can occur in one six-hour period, two three hours periods or other arrangements as long as the quantum of six hours is not breached.
- This would involve a total of 175 locations (approximately). One six-hour period in each of these 175 locations would total 1,050 hours and for an eight-week period would equal 8,400 hours or a total of 1,400 six-hour periods.
- The HSE confirmed that they would fund the back filling of these hours in each of these locations. Directors of Nursing to act on this immediately
- The HSE confirmed that if usual arrangements for backfilling was not possible, or available, the rehiring of retired nurses will be permitted for this initiative in accordance with the arrangements set out, i.e. one six-hour period per week for no more than eight weeks per location.
- The HSE would provide assurance with regard to the backfill arrangement to each Director of Nursing in each setting.

The Executive Council of the INMO considered the proposal from the HSE and I can now confirm that the INMO is agreeable to support the Peer Flu Vaccination Programme 2017 on the clear understanding that the aforementioned commitments are honoured fully.

This agreement means that replacement is provided to allow the release of Peer Vaccinators. The terms of this agreement will be notified to Directors of Nursing and the INMO has clearly articulated to management that if nurses are absent, without replacement, for the periods in question the INMO will consider it a breach of this agreement and withdraw support. It has been agreed that the INMO and the HSE will meet to review the entire Peer Flu Vaccination Programme 2017 and has sought dates with regard to same.

Separately I wish to advise members that the Executive Council of the NMO considered a request from the HSE to support the flu vaccine programme. The Executive Council agreed, at their meeting of 3<sup>rd</sup> October 2017, to promote to INMO members that they, following any necessary or relevant medical advice, avail of the flu vaccination.

I trust the foregoing is to your satisfaction.

Thanks you for your attention.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Tony Fitzpatrick', written in black ink.

**TONY FITZPATRICK**  
**Acting Director of Industrial Relations**